

BXDA Diversity, Equity and Inclusion Accomplishments January- September 2024

January:

Planned and coordinated execution of 2024 Diversity Open House event at BXDA as part of the DEI team's transformative engagement and culture-building focus.

Planned BXDA resource fair for office veterans and those in local Courts in partnership with the New York City Office of Veterans Affairs.

Initiated Conference Call between Professor Mehnaz Afridi of the Holocaust and Genocide Center at Manhattan College and representatives of our BXDA Tzedek and Arab American ERGs to discuss cross-cultural engagement between the Jewish and Arab communities at work.

Continued engagement and leadership role in DEI recruitment of new legal talent for the office and expanding BXDA's recruitment footprint within the Mid-Atlantic region by visits to law schools outside of the New York City area. Finalized recruiting schedule for the First 2024 quarter.

Participated as panelist for New York State Bar Association, Criminal Justice panel discussion on the state of DEI in New York and nationally.

Participated in Recruitment visit at Rutgers Law School-Newark and program before the law school's Criminal Justice and Constitutional Law societies.

Finalized 2023 Year-end Summary for DA Clark highlighting DA initiatives and impacts from 2023.

February

Participated in a series of DEI law school recruitment trips, including trip to University of Connecticut Law School, Georgia State Law School and a conference call with Pace Law School Student Government Association.

Planned Black History Month CLE Program: The Warmth of Another Sun- The impact of the Great Migration on the Borough of the Bronx.

Provided support for BXDA Soul ERG Black History Month cultural programming schedule.

March

Began leading leadership development work group special project to create framework and identify resources for leadership development initiative for bureaus and divisions to help lay the groundwork for improved culturally competent leadership strategies and foundational exposure to fundamental leadership principles based on the “ Trust and Inspire” model.

Coordinated and scheduled introductory meeting at CUNY Law school with its Dean and DA Clark and BXDA’s Chief ADA to build a connection to the one of the city’s and country’s most diverse legal talent pipelines at the number one rated law school in the nation.

DEI Team providing event planning and execution support to BXDA’s Hellenic American ERG’s cultural heritage month celebration.

Initiated and scheduled conference call with the Lenape First Nations Cultural Center.

Served as co-partner and sponsor for Women’s History Month program featuring an all women’s classical quartet, Cassatt.

April

DEI planned and coordinated annual BXDA Women’s History Month signature program “ In Conversation” featuring DA Clark and guest speaker, BXDA Clerk of Court, Ischia Bravo.

Helped to coordinate discussion with DEI Officers from different institutions of higher education in Boston to discuss future of DEI on hiring strategies and DEI recruitment efforts.

Planned and coordinated meeting with employee resource groups to discuss office-wide retention trends.

May

DEI team planned and coordinated Veterans event with NYC Commissioner of Veterans Affairs in commemoration of Memorial Day.

Planned and participated in DEI recruitment trip to law schools to identify new promising talent pipelines out of New York City.

DEI team provided support to BXDA AAPI and BXDA Tzedek cultural heritage month events.

June

Successfully planned executed new Leadership Development training retreat and presentation.

Presented before BXDA summer interns on diversity, equity, and inclusion.

July

Management of summer intern special research projects on race and ethnicity-based profiling in prep for planned CLE on profiling of ethnic communities.

Coordination of ERG Engagement event with Summer Interns and Intern Orientation Meet and Greet

Prep for Recruitment Visit to Rutgers

Special Project Re: Revising of Witness Notification Form for more Cultural Competency

ERG Planning Meeting Re: Fall 2024

Meeting re: proposed changes to State Name Change and Gender Change Forms

August

Attendance Chief Diversity Summit and Time Magazine Equity Impact Dinner

Fall Planning Period for Cultural Heritage Calendar

September

New ADA Orientation Presentation

Planning for Fall Recruitment Schedule and Diversity Law School Outreach

Expanded DEI team to include Deputy and DEI Coordinator roles